

SENATE, No. 3467

STATE OF NEW JERSEY
219th LEGISLATURE

INTRODUCED FEBRUARY 19, 2021

Sponsored by:

Senator VIN GOPAL

District 11 (Monmouth)

Senator LINDA R. GREENSTEIN

District 14 (Mercer and Middlesex)

SYNOPSIS

Requires school districts and public institutions of higher education to provide anti-bias training for all employees who interact with students.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 6/30/2021)

1 AN ACT concerning anti-bias training in school districts and public
2 institutions of higher education and supplementing Title 18A of
3 the New Jersey Statutes.

4
5 BE IT ENACTED by the Senate and General Assembly of the State
6 of New Jersey:

7
8 1. a. The Commissioner of Education, in consultation with the
9 Division on Civil Rights in the Department of Law and Public
10 Safety, shall develop an anti-bias training program for all school
11 district employees who interact with students and for all board of
12 education members.

13 b. The training program shall:

14 (1) review various dimensions of personal and cultural identity;

15 (2) highlight and promote diversity, equity, inclusion, tolerance
16 and belonging on topics including: gender and sexual orientation;
17 race and ethnicity; disabilities; and religious tolerance;

18 (3) provide information on how people form implicit and
19 unconscious biases;

20 (4) provide opportunities to learn from and about others and
21 explore ways to address bias and prejudice; and

22 (5) encourage safe, welcoming, and inclusive environments for
23 all students, school district employees, and board members
24 regardless of race or ethnicity, sexual and gender identities, mental
25 and physical disabilities, and religious beliefs.

26 c. A school district shall provide an anti-bias training
27 opportunity, developed pursuant to subsection a. of this section,
28 each school year for all school district employees who interact with
29 students and for all board of education members. The training
30 opportunity shall be conducted in-service but shall also be made
31 available virtually or remotely. The training opportunity shall be
32 offered no later than October 30 of each school year. Each school
33 district employee who interacts with students and each board of
34 education member shall attend the training, either in-person or
35 remotely.

36
37 2. a. The Secretary of Higher Education, in consultation with
38 the Division on Civil Rights in the Department of Law and Public
39 Safety, shall develop an anti-bias training program for all public
40 institution of higher education employees who interact with
41 students.

42 b. The training program shall:

43 (1) review various dimensions of personal and cultural identity;

44 (2) highlight and promote diversity, equity, inclusion, tolerance
45 and belonging on topics including: gender and sexual orientation;
46 race and ethnicity; disabilities; and religious tolerance;

47 (3) provide information on how people form implicit and
48 unconscious biases;

1 (4) provide opportunities to learn from and about others and
2 explore ways to address bias and prejudice; and

3 (5) encourage safe, welcoming, and inclusive environments for
4 all students and employees of the institution regardless of race or
5 ethnicity, sexual and gender identities, mental and physical
6 disabilities, and religious beliefs.

7 c. A public institution of higher education shall provide an
8 anti-bias training opportunity, developed pursuant to subsection a.
9 of this section, each academic year for all employees of the
10 institution who interact with students. The training opportunity shall
11 be conducted in-service but shall also be made available virtually or
12 remotely. The training opportunity shall be offered no later than
13 October 30 of each academic year. Each employee of the institution
14 who interacts with students shall attend the training, either in-
15 person or remotely.

16
17 3. This act shall take effect immediately. Section 1 of this act
18 shall first apply to the first full school year following the date of
19 enactment, and Section 2 of this act shall first apply to the first full
20 academic year following the date of enactment.

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23 STATEMENT
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25 This bill requires school districts and public institutions of higher
26 education to provide anti-bias training for all employees who
27 interact with students. Under the bill, the Commissioner of
28 Education and the Secretary of Higher Education, respectively, in
29 consultation with the Division on Civil Rights in the Department of
30 Law and Public Safety, will develop an anti-bias training program
31 for all school district employees, all board of education members,
32 and all public institution of higher education employees who
33 interact with students.

34 The bill provides that the training program will:

35 (1) review various dimensions of personal and cultural identity;
36 (2) highlight and promote diversity, equity, inclusion, tolerance
37 and belonging on topics including: gender and sexual orientation;
38 race and ethnicity; disabilities; and religious tolerance;

39 (3) provide information on how people form implicit and
40 unconscious biases;

41 (4) provide opportunities to learn from and about others and
42 explore ways to address bias and prejudice; and

43 (5) encourage safe, welcoming, and inclusive environments for
44 all students, school district employees, board of education
45 employees, and employees of the institutions regardless of race or
46 ethnicity, sexual and gender identities, mental and physical
47 disabilities, and religious beliefs.

1 Under the bill, each school district employee, each board of
2 education member, and each employee of a public institution of
3 higher education who interacts with students is be required to attend
4 the training each school year or academic year, respectively. The
5 bill provides that the training opportunity will be conducted in-
6 service but must also be made available virtually or remotely.